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HUMAN RESOURCES RESEARCH COUNCIL

SECOND ANNUAL REPORT TO THE LEGISLATURE

FOREWORD

This, our second *Annual Report to the Legislature*, should, in fact, be regarded as our first real progress report. The report of a year ago covered only the six-month planning period which preceded its publication; this second *Annual Report* summarizes the activities and outcomes of the first full year's operation.

Like any new organization, the Human Resources Research Council has had its share of difficulties during this formative period: difficulties in establishing an identity and a purpose; difficulties in procuring the necessary research talent; and difficulties in creating organizational structures and strategies. But most of these problems are now behind us. We embark upon the second year, confident that the most difficult lessons have been learned and that the organization can and will become a significant force in informing social policy and practice in Alberta.

I express appreciation for the preparation of this *Report* to Judith Carefoot, our Editor, Janet Willson, our Coordinator of Information Services, and Larry Fisk, Research Assistant.

This report is brief and concise. It is merely a summary, not a detailed description of ongoing or completed projects. A more complete account of various programs and missions is in preparation; it will be released after the end of the fiscal year in the form of an *Annual Review*.

Respectfully submitted,

L. W. Downey, Director

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February 15, 1970

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I

OVERVIEW

In planning research programs and setting strategies for the conduct of work, the Human Resources Research Council is guided by three important principles:

I. Complementarity of Research Talents

We believe that HRRC should not engage in research ventures which might be done as well or better by another agency. Nor should it attempt to duplicate the research capability of another agency or conduct the same kinds of research as another agency. Instead, HRRC should see itself as a complement to the existing research capability of the province -- a unique agency whose role it is to stimulate, to activate, to support, to fill gaps, to mobilize resources, and to coordinate the efforts of many agencies and individuals toward the resolution of specific social problems.

II. A Mission Approach to Research Planning

We believe that, in the past, research in the social sciences has not been as immediately "useful" as policy-makers might have wished. Part of the reason for this is that research has tended to be fragmented and based upon the theory of a single discipline. Seldom has research been programmed in such a way as to take into account *all* aspects of a given issue and/or to include *all* the activities involved in proceeding from research findings to changes in social policy. In an attempt to overcome such difficulties, HRRC programs its research around specific goals or

targets and includes in its master plan not only the various forms of research, but also whatever development or planning activities may be required to cause the research "to make a difference" to practitioners. This is called the mission approach to research planning; an excellent example of it is the Apollo Space Program.

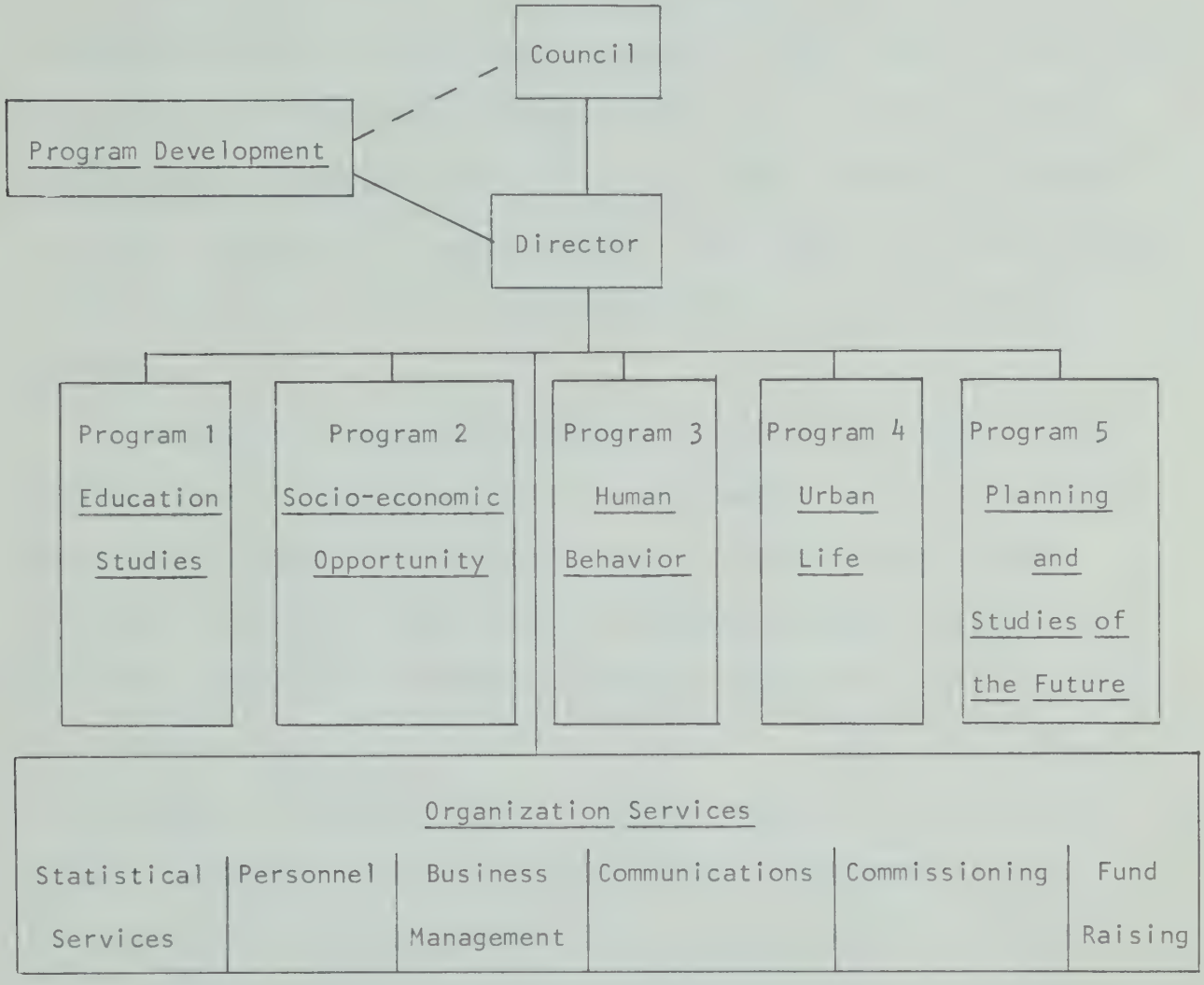
III. A Thematic Approach to the Mandate

The concept of "human resources" is so broad that it is difficult to grasp and/or to decide which of its aspects deserve most attention. So, as a matter of principle, we attempt to identify important themes, implicit in the concept, and build programs around these themes. Presently, the following themes have been identified and program areas have been developed:

1. Education Studies -- the primary means to human development.
2. Opportunity Studies -- the social and economic conditions that foster (or fail to foster) human development.
3. Urban Studies -- the dominant environment for a large portion of today's citizens and a larger portion of tomorrow's.
4. Human Behavior -- particularly deviance, addiction, and other manifestations of emotional stress.
5. Planning Studies and Studies of the Future -- forecasts of future conditions in society and the ways in which planners and policy-makers might prepare for that future.

Programs 1 and 2 (Education Studies and Opportunity Studies) have been operating since the beginnings of HRRC; program 5 (Planning Studies) was initiated in July of 1969; programs 3 and 4 (Urban Studies and Human

Behavior) are planned for next year's operations. The following chart provides an overview of the programs and the structure of the organization.



II

EDUCATION STUDIES

Education is fundamental to the development and conservation of human resources. Hence the study of education, with the aim of improving educational institutions and methods in Alberta, is fundamental to the work of HRRC. Education Studies has been a major program area of HRRC since the inception of the organization in the fall of 1968 and has become perhaps the most highly organized and productive part of the entire operation.

Representatives of the educational community in Alberta -- the Alberta Teachers' Association, local school boards, and the provincial Department of Education -- form an Advisory Committee which plays a vital part in planning the program of Education Studies. Close contact with the academic world has been maintained through a Research Committee representing the universities of the province. In addition to these associations at the planning level, further contact with education in Alberta has been provided by the use of schools and communities as laboratories for research projects carried out by Education Studies.

Education Studies focuses its research program on the growth of the individual while realizing that such growth cannot be isolated from the social institutions which regulate individuality and prescribe so much of human interaction. Two programs have been established: Studies in Individual Development and Studies in School and Community Development.

I. *Studies in School and Community Development*

Project SEARCH (Selection of Educational Alternatives for Rural Change), the only project in the area of School and Community Development, has three objectives: (1) to help rural communities to improve educational programs and opportunities; (2) to field-test innovations designed to improve educational opportunities for rural high school youth; and (3) to disseminate the results of the project to interested persons. A pilot project is under way in the communities of Bentley and Eckville. A number of studies have been completed of the economic bases, school organizations, staff and student characteristics, and community attitudes toward the schools. School task forces and community task forces have been established in the two communities to assume responsibility for assessing the educational programs, identifying ways of improving the programs, and increasing the educational opportunities available to their youth. Project SEARCH is expected to continue for two more years.

A report, "Baseline Studies of the County of Lacombe School System," based on studies conducted in Bentley and Eckville, will be released in the spring of 1970.

II. *Studies in Individual Development*

This is a comprehensive research and development program discussing questions related to the development of individuality. It emphasizes the development of children and youth, particularly as it is affected by the school experience. Four projects have been mounted.

1. Individually Prescribed Instruction. The objectives of this program are to find more effective approaches to individualizing school programs and to share the findings with educators. Specifically, the program involves the field-testing of the Individually Prescribed Instruction curriculum (IPI) in the area of elementary school mathematics, with each child working at his own speed and the teacher observing and evaluating each child's progress. Three schools are involved in the project: Forest Heights Public School in Edmonton, St. Vincent de Paul Separate School in Calgary, and Millarville School in the Foothills School Division. This project is planned to continue in the three schools for another two years. A comprehensive report is to be completed early in 1971.

2. Conditions of Schooling Related to Individual Development. Specific objectives for this activity are to clarify the meaning of individuality, to identify school conditions which seem to foster individual development, and to assess Alberta educational practices with regard to the provision for individual development. During 1969, a review of the literature was prepared and several visits made to schools in the United States and Canada using individualization practices.

3. Studies into the Nature of Individuality. Two theoretical studies, one on the development of moral judgement and one on the factors of behavioral variability, have been undertaken. A complete report on the first project will be presented at the end of June, 1970. The second project is expected to continue from three to five years.

4. Computer Applications to Education. A number of research, development, and evaluation projects focusing on aspects of the administrative and instructional uses of computer technology have been undertaken. 1969-70 was a planning year and a survey of educational organizations using computers was conducted. The findings were used to guide the preparation of a comprehensive plan for computer applications to education. Four studies were conducted at The University of Alberta, six at The University of Calgary, and three, including the planning study, within HRRC.

Other Education Projects Supported by HRRC Grants

1. "Placement of Computer Terminals in St. Vincent de Paul School and One High School in Calgary," H. J. Hallworth, University of Calgary (due for completion in the summer of 1970).
2. Research and Development in Relation to Computer Assisted Counselling," H. J. Hallworth, University of Calgary (due for completion June 30, 1970).
3. "Computer-Assisted Instruction I -- The Use of Computers in the Mathematics Curricula of Junior and Senior High Schools," H. J. Hallworth, University of Calgary (due for completion June 30, 1970).
4. "Computer-Assisted Instruction II -- The Use of Computer Terminals for Drill and Practice in Arithmetic in an Elementary School," H. J. Hallworth, University of Calgary (due for

completion June 30, 1970).

5. "Computer-Assisted Instruction III -- The Use of Computers in the Earth Sciences Curriculum of the Junior High School," H. J. Hallworth, University of Calgary (due for completion June 30, 1970).
6. "Individually Prescribed Instruction Information System," H. J. Hallworth, University of Calgary (due for completion June 30, 1970).
7. "School Scheduling by Computer," H. J. Hallworth, University of Calgary (due for completion June 30, 1970).
8. "Moral Judgement and Moral Development," W. A. Blanchard, University of Alberta (due for completion June 30, 1970).
9. "A Study of School Facilities in Alberta," J. Cheal, University of Calgary (due for completion June 30, 1970).
10. "Baseline Studies in Individual Development," J. Fritz, University of Calgary (due for completion June 30, 1970).
11. "Studies in the Nature of Individuality," J. R. Royce, University of Alberta (due for completion August 31, 1970).
12. "An Initiation of Research into Individualized Instruction in Elementary School Mathematics Using Computer Terminals," D. Fitzgerald, University of Alberta (due for completion June 30, 1970).
13. "The Development of C. A. I. Software," S. Hunka, University of Alberta (due for completion June 30, 1970).
14. "The Development of Peripheral Hardware Control," S. Hunka,

University of Alberta (due for completion June 30, 1970).

15. "Computer-Assisted Instruction Training Project," S. Hunka, University of Alberta (due for completion June 30, 1970).

16. "Baseline Studies of the County of Lacombe School System," D. A. MacKay, University of Alberta (due for completion June 30, 1970).

17. "A Study of the Utilization of Student Resources: An Investigation of the Barriers to the Completion of High School in the Calgary School Districts," P. S. Fry, University of Calgary (due for completion Spring, 1971).

18. "The Development of Reading and Social Rehabilitation Programs for Slow Learners Using an Automated Teaching Device," D. W. McKerracher, University of Calgary (due for completion Spring, 1971).

19. "The Development of a Curriculum Data Bank as a Vehicle for the Professionalization of Teachers and for Individualizing Instruction," M. S. Nay, University of Alberta, and R. S. Melnychuk, Edmonton Public School Board (due for completion Spring, 1971).

20. "A Comparative Psychophysiological Study of the Acceleration of Intellectual Development in Mentally Retarded and Normal Children," F. J. Boersma and R. M. Barham, University of Alberta (due for completion Spring, 1971).

21. "Development of Evaluation Techniques to Measure Problem-Solving Ability," D. M. Paton, University of Alberta (due for

completion Spring, 1971).

22. "A Comparative Study of the Personal Values, Attitudes to Social, Political, and Educational Questions of Canadian Students and Teachers and Groups of English, Scottish, American, and British Commonwealth Teachers and Students," J. McLeish, University of Alberta (due for completion Spring, 1971).

23. "Productivity Agreements: Reducing the Underutilization of Human Resources," F. R. Anton, University of Calgary (due for completion Spring, 1971).

24. "A Study of Teacher-Pupil Behaviors Related to Achievement in Elementary School Mathematics," M. A. Beaton, University of Calgary (due for completion Summer, 1970).

25. "A Descriptive and Predictive Investigation of the Mature Non-Matriculant Student at University," R. C. Conklin, University of Calgary (due for completion Summer, 1970).

26. "Programmed Instruction for Social Learning," V. K. Corfield, University of Calgary (due for completion Summer, 1970).

27. "A Linguistic Analysis of the Oral Language of School-Entering Indian Children Compared with Non-Indian Children in Three Selected Communities," G. M. Chronister, University of British Columbia (due for completion Summer, 1970).

28. "Socioeconomic Status and Cognitive Development," J. P. Das and J. Chambers, University of Alberta (due for completion Summer, 1970).

29. "Alberta Native History Curriculum Project," A. D. Fisher, University of Alberta (due for completion Summer, 1970).

30. "Development and Evaluation of a Student-Controlled Computer-Assisted Program for Elementary Statistics," H. J. Hallworth, University of Calgary (due for completion Summer, 1970).

31. "Cronbach's Generalizability Method with Observations of Classroom Behaviors," L. A. Hamerlynck and W. W. Zwirner, University of Calgary (due for completion Summer, 1970).

32. "Differential Home Environments and Mental Ability Patterns," T. O. Maguire, University of Alberta (due for completion Summer, 1970).

Research Reports Prepared in Education Studies

1. "The Total Services Concept School," R. G. McIntosh, HRRC, and Robert Plaxton, Calgary Public School Board. An interim report to be completed by mid-February, 1970.

2. "A Survey of Problems and Prospects of Using Computer Technology in Education," J. A. Riffel, HRRC. A report to be completed by March, 1970.

3. "An Information Brochure on HRRC's Individually Prescribed Instruction Project," R. Pacey, HRRC. An initial brochure, available in mimeographed form.

4. "Simulation of the Gross Operating Characteristics of the Edmonton Public School System," J. A. Riffel, HRRC. Report to be completed by May, 1970.

5. "Salary Simulator A," J. A. Riffel, HRRC, November, 1969. Calculates cost of alternative salary proposals for a given body of teachers.
6. "Salary Simulator B," J. A. Riffel, HRRC. To be completed by January 15, 1971. Expands on Salary Simulator A.

Workshops Conducted by Education Studies

1. Computer-Assisted Instruction Workshop, conducted by S. M. Hunka of The University of Alberta, July 1 to 31, 1969. An attempt to acquaint Edmonton area teachers with the University's IBM 1500 computer and its possible classroom applications.
2. Individually Prescribed Instruction Training Institute, August 18 to 25, 1969. Preparation of teachers for implementation of IPI in their schools.
3. Introduction to Computer Programming. A course at the junior high school level, to be implemented in a rural Alberta school at the end of January, 1970, for the full second semester.

SOCIO-ECONOMIC OPPORTUNITY STUDIES

Opportunity, social and economic, is essential to human development. Since its inception, therefore, HRRC has concerned itself with the study of social and economic opportunities available to Albertans. Inevitably, such studies involve the investigators in the economic, political, legal, social, and educational life of the community.

A loosely-knit academic advisory committee of persons from various fields of interest provides stimulus and control to research.

A major achievement of Opportunity Studies was the Symposium on Social Opportunity held in April of 1969 and sponsored by HRRC. Working papers were presented by 40 scholars from the three Alberta universities. The papers covered inequalities of opportunity in such areas as law, politics, health, education, and economics.

Since the Symposium, the area of Opportunity Studies has identified six opportunities: political opportunity, the economics of educational opportunity, employment opportunity, health opportunity, the opportunity for equality before the law, and economic opportunity. In each case, the aim is to examine and evaluate the availability and equality of opportunity to citizens of Alberta.

Projects Under Way

1. "The Economics of the Present Welfare System in Alberta and

Canada."

2. "The Supply and Demand for Teachers Affecting the Composition and Efficiency of the Teaching Force."
3. "An Examination of the Nature and Operations of the Alberta Labour Market."
4. "The Incidence of Planning and the Planning Process Within the Health Sector and the Effect on Sub-Sectors of Private Practitioners, Hospitals and Nursing Homes, Public Health Agencies, and Voluntary Agencies."
5. "Preliminary Study into the Nature and Availability of Legal Statistics as a Source of Data of Sociological Significance."

Research Reports Completed in Opportunity Studies

1. "First Interim Report on Social Opportunity Studies," K. Krotki, I. Housego, R. Chalmers, and M. Jackson, HRRC. Background and prospectus for the area, with discussion of the idea of "social opportunity."
2. "Adult Training and Retraining in Alberta," D. Schonfield, University of Calgary. A compilation of facts and hard data to act as a basis for future research, January, 1970.
3. "A Bibliography on Opportunity in Alberta" (1,000 items), M. W. Jackson, HRRC, March, 1970.

Other "Opportunity" Projects Supported by HRRC Grants

1. "Capacity Output and Manpower Utilization in Alberta," S. M. A. Hameed, University of Alberta (due for completion Spring, 1971).

2. "Productivity Agreements: Reducing the Underutilization of Human Resources," F. R. Anton, University of Calgary (due for completion Spring, 1971).
3. "Some Factors Affecting Moral and Juridic Judgement," D. A. Landy, University of Alberta (due for completion Spring, 1971).
4. "Social Functions of the Legal Profession in Alberta: A Systems Analysis," E. E. Dais, University of Calgary (due for completion Summer, 1970).
5. "The Growth of the Service Industries in the Province of Alberta, and Their Relationship to the Sustenance and Development of Related Human Resources," S. E. Drugge, University of Alberta (due for completion Summer, 1970).
6. "The Growth of Capital-Intensive Natural Resource Industries and Their Relationship to Human Resource Development in the Province of Alberta," W. D. Gainer, University of Alberta (due for completion Summer, 1970).
7. "Determinants of the Location of New Manufacturing Industries in the Province of Alberta, 1960-65," S. E. Drugge, University of Alberta (due for completion Summer, 1970).
8. "Calgary and Edmonton: A Demographic Profile," W. J. McVey, University of Alberta (due for completion May 31, 1970).

PLANNING STUDIES

Planning is the technology through which new knowledge is made useful to policy-makers. As an organization vitally concerned with the application of knowledge to human resources policies, HRRC must be concerned with planning.

The Planning Studies program area was mounted in July of 1969, although planning studies generally had been a part of HRRC since its inception. Although no specific advisory group has as yet been enlisted, the unit works closely and continuously with planning groups -- the Department of Social Development, the Human Resources Development Authority, the Department of Health, the Department of Education -- and with civic policy-making officials. A further linkage with the Federal scene is provided by Anne-Marie Decore, of the Planning Studies staff, who serves as a member of the Federal-Provincial Task Force on the Alienation of Social Welfare Recipients.

Planning Studies has a three-pronged focus: Studies of the Future, Studies of Planning Systems, and Policy Evaluation Studies.

I. Studies of the Future

Three projects are included in this area:

1. Studies of the Future. Development of a framework for forecasting and for making such forecasts available to policy-makers and planners at all levels of government.
2. Alberta 2005. A project designed to codify all existing predictions, projections, and forecasts relevant to Alberta's

future -- social life, population development, resource development, the impact of technology, and policy and environmental development. An objective of the project is the development of a computer system for easy retrieval and further processing of information. This project has received an initial grant of $7,000 from the Alberta Commission on Educational Planning and is due for completion April 1, 1970.

3. A Series of Forecasts (economic, demographic, and industrial) on the development of Alberta and its people, as a complement to Project Alberta 2005, due for completion Autumn, 1970.

II. Studies of Planning Systems

This area has a two-fold objective: to analyze the role of the planner and his activities in the planning process in Alberta, and to develop the appropriate techniques for planning in Alberta. Two projects are under way:

1. Social Development Planning in Alberta. An analysis of types of planning, organization, barriers, and incentives in the systems, and problems of coordination. Using systems analysis, this project proposes an improved organization for planning and social adjustment. A report by H. Dyck and Associates will be released in February, 1970.

2. Education Planning. An examination of ways in which educational planning can be improved and ways in which information about the present and projected future states of society can be used

for more effective planning.

III. Policy Evaluation Studies

This area evaluates systematically selected programs and plans for human resources development in Alberta through a number of short-term projects (less than a year). One project has been completed and two are in progress:

1. A Typology of Poverty. Funded by the Welfare Division of the Department of National Health and Welfare, this is an attempt to identify and describe types of poverty.
2. An Evaluation Monograph to be used by government officials as a guide to evaluating programs.
3. Employment Opportunities Program, Anne-Marie Decore, HRRC, November, 1969. A report and evaluation of a program designed to place welfare recipients in employment or training conducted in cooperation with the Department of Social Development.

IV

SERVICE UNITS

To service the research programs, two support units of the Human Resources Research Council have been established.

The first, Organization Services, is made up of several clusters of responsibilities, each concerned with facilitating the day-to-day operation of HRRC in general, and the programs of research in particular.

The second support unit, Program Development, was designed as a forward looking branch of the organization. The unit has three major responsibilities: (1) periodic reassessment of HRRC's structure, goals, and program content; (2) the development of proposals and a rationale for alternative or additional areas of research; and (3) coordination of research missions which cut across existing program areas.

I. Organization Services

This unit performs the functions of staffing, business management, communications, the commissioning of research projects, and fund raising.

1. Personnel. From its inception in the summer of 1968 until the late spring of 1969, HRRC had only a small planning staff of eight persons. Since the spring of 1969, the staff has grown rapidly, and is now divided into three categories: 25 full-time professional staff; 8 part-time professional staff; and 11 staff associates -- persons qualified in specific areas and retained by HRRC to provide advice and leadership to research and development projects and programs.

2. Business Management. This function of Organization Services includes facilities and equipment, and the recruitment of support (clerical and stenographic) staff. Monthly financial reports are prepared for each program unit and for each project in a given unit. Members of Council receive quarterly financial reports from the Office of the Business Manager.

3. Communications Services. Three functions are included here: information, publications, and library. The task of the information officer is to identify audiences for various research findings and to develop appropriate ways of reaching them, to circulate HRRC publications, and to handle the public relations functions of the organization. The editor edits all HRRC publications and, when necessary, rewrites research documents in a style appropriate to the audience. A small library is maintained in-house and the library of the University of Alberta is used extensively.

4. Grants and Commissions. Research grants are made available under a grants-in-aid program, initiated in January, 1969, to encourage and assist researchers in undertaking small-scale research and/or development projects. In the March, 1969, competition fifteen awards totalling over $70,000 were made from fifty-seven applications. In October, 1969, twenty-eight applications were received and ten awards totalling over $37,000 were made. The third competition will close February 20, 1970.

A considerable part of the HRRC research program is conducted by

researchers in universities and elsewhere, working under contract with Council. It is the responsibility of the Grants and Commissions Office to arrange procedures for inviting and assessing proposals, to negotiate and administer commissioned research contracts, and to monitor ongoing contracts.

Although HRRC is at present entirely dependent on the provincial government for financial support, the legislation which established the Council permits it to "accept grants, gifts and bequests from any source." Recently, a systematic search for outside support has been initiated.

II. Program Development

This unit is responsible for periodic program reviews, for the development of new programs, and for coordinating missions that cut across other existing program areas.

The Program Development unit conducted the analysis of the *White Paper on Human Resources Development*, the *Act to Establish HRRC*, and the initial programs of HRRC leading to the adoption of the directional principles, the theme areas, and the organizational form described in the introduction to this *Report*.

In addition, two potential theme areas of research were developed by the Program Development unit this year.

One of these areas, Studies in Human Behavior, was adopted by Council in October, 1969. Negotiations are now under way between HRRC and the University of Calgary to base the program on the Calgary campus. Initial emphasis will be on deviant behavior and mental health problems

as outlined in the Blair report on Mental Health in Alberta. Dr. W. R. N. Blair has been the senior consultant in the development of the HRRC program, working in close cooperation with the Program Development unit.

Urban Studies was the second area to receive the attention of the Program Development unit. Following a November, 1969 Symposium on Urban Studies, sponsored by HRRC, the Program Development unit made recommendations for a program of Urban Studies. Council approved a one-year exploratory program in which research priorities are to be identified, a conceptual system is to be developed, alternative urban forms are to be studied, existing data are to be collected and codified, and sources of funding are to be explored. One senior social scientist, experienced in urban studies, is to be added to the staff of HRRC. This scholar will cooperate with the universities and the government in the planning and conduct of the research program.

A monograph prepared from papers presented at the Urban Studies Symposium will appear in March, 1970.

Finally, the Program Development unit has taken a leading role in the development of two other specific proposals: (1) in cooperation with other provinces and educational groups, it has developed a plan for curriculum development in the area of Canadian Studies; (2) in cooperation with the Calgary Public School Board, it has developed a proposal for a pilot project using a "multi-services unit" for the delivery of a variety of social services.

APPENDIX A

ALBERTA HUMAN RESOURCES RESEARCH COUNCIL

STATEMENT OF PROGRAM COSTS

FOR THE TEN MONTHS ENDED JANUARY 31, 1970

	Office of the Director	Program Development	Business Management	Communications	Statistical Services	Grants & Commissions	Planning Studies	Education Studies	Socio-Economic Studies	Urban Studies	Human Development Studies	Studies of the Future	TOTAL
Salaries	21,242	8,071	33,025	12,628	23,867	14,945	35,796	50,768	21,777			7,173	229,292
Personnel Benefits	39	279	243	147	1,214	583	1,090	2,163	612			194	6,564
Commissioned Research	2,250					1,500	300	66,625	13,425		4,000		88,100
Staff Associates								5,700	6,850				12,550
Consultancies/Assistancies	667		100		3,398	300	925	7,433	450		300	463	14,036
Office Assistance			882										882
Office Supplies			4,945			113	16						5,074
Project Supplies								3,446					3,446
Equipment			11,409										11,409
Telephone			2,370										2,370
Postage			1,318										1,318
Newsletter				3,585									3,585
Publication Costs				429									429
Removal Expenses					1,238		1,867	1,704					4,809
Travel & Subsistence - Staff	3,306	406	201	80	1,521	162	1,293	9,433	1,513	15	363	1,000	19,293
Travel & Subsistence - Other	34	499		51	1,154	207	218	13,567	691	503	78		17,002
Entertainment	781					33							814
Meetings/Seminars		300						4,125		2,397			6,822
Conference Leave - Staff	3,553												3,553
Grants-in-Aid						37,087							37,087
Library				1,967									1,967
Other			110					1,100	(7,575)				(6,365)
	31,872	9,555	54,603	18,887	32,392	54,930	41,505	166,064	37,743	2,915	4,741	8,830	464,037

APPENDIX B

HRRC GRANTS-IN-AID PROGRAM

1968-69 AWARDS

Principal Investigator	Project Title	Amount Awarded
Dr. T. O. Maguire, Division of Educational Research, University of Alberta.	Differential Home Environments and Mental Ability Patterns.	$ 1,845
Dr. J. P. Das, Centre for Study of Mental Retardation, University of Alberta, and Dr. J. Chambers, Department of Educational Psychology, University of Alberta.	Socioeconomic Status and Cognitive Development.	7,100
Dr. W. D. Gainer and Dr. S. E. Drugge, Department of Economics, University of Alberta.	The Growth of Capital-Intensive Natural Resource Industries and Their Relationship to Human Resource Development in the Province of Alberta.	3,125
Dr. S. E. Drugge, Department of Economics, University of Alberta.	The Growth of the Service Industries in the Province of Alberta, and Their Relationship to the Sustenance and Development of Related Human Resources.	3,250
Dr. W. D. Gainer and Dr. S. E. Drugge, Department of Economics, University of Alberta.	Determinants of the Location of New Manufacturing Industries in the Province of Alberta, 1950-65.	4,750
Dr. A. D. Fisher, Department of Anthropology, University of Alberta.	Alberta Native History Curriculum Project.	11,917
Mr. W. J. McVey, Department of Sociology, University of Alberta.	Calgary and Edmonton: A Demographic Profile.	5,000

Principal Investigator	Project Title	Amount Awarded
Dr. L. A. Hamerlynck and Mr. W. W. Zwirner, Department of Educational Psychology, University of Calgary.	Cronbach's Generalizability Method with Observations of Classroom Behaviors.	$ 5,000
Dr. H. J. Hallworth, Department of Educational Psychology, University of Calgary.	Development and Evaluation of a Student-Controlled CAI Program for Elementary Statistics.	3,170
Mr. E. E. Dais, Department of Political Science, University of Calgary.	Social Functions of the Legal Profession in Alberta: A Systems Analysis.	5,862
Dr. M. A. Beaton, Department of Curriculum and Instruction, University of Calgary.	A Study of Teacher-Pupil Behaviors Related to Achievement in Elementary School Mathematics.	3,500
Dr. V. K. Corfield, Department of Psychology, University of Calgary.	Programmed Instruction for Social Learning.	3,000
Dr. R. C. Conklin, Department of Educational Psychology, University of Calgary.	A Descriptive and Predictive Investigation of the Mature Non-matriculant Student at University.	2,700
Dr. G. M. Chronister, Faculty of Education, University of British Columbia.	A Linguistic Analysis of the Oral Language of School-Entering Indian Children Compared with Non-Indian Children in Three Selected Communities.	2,330

1969-70 AWARDS

Principal Investigator	Project Title	Amount Awarded
Dr. P. S. Fry, Student Counselling Services, University of Calgary.	A Study of the Utilization of Student Resources: An Investigation of the Barriers to the Completion of High School in the Calgary School Districts.	$ 3,000
Dr. D. W. McKerracher, Department of Educational Psychology, University of Calgary.	The Development of Reading and Social Rehabilitation Programmes for Slow Learners Using an Automated Teaching Device.	4,000*
Dr. S. M. A. Hameed, Department of Business Administration, University of Alberta.	Capacity Output and Manpower Utilization in Alberta.	2,350
Dr. M. A. Nay, Department of Secondary Education, University of Alberta, and Mr. R. S. Melnychuk, Edmonton Public School Board.	The Development of a Curriculum Data Bank as a Vehicle for the Professionalization of Teachers and for Individualizing Instruction.	4,782
Dr. F. J. Boersma and Mr. R. M. Barham, Department of Educational Psychology, University of Alberta.	A Comparative Psychophysiological Study of the Acceleration of Intellectual Development in Mentally Retarded and Normal Children.	5,755
Dr. D. M. Paton, Department of Pharmacology, University of Alberta.	Development of Evaluation Techniques to Measure Problem-Solving Ability.	1,500
Mr. L. R. Richards, School of Social Welfare, University of Calgary.	Community Development in Alberta.	2,000

*Subject to further negotiations.

Principal Investigator	Project Title	Amount Awarded
Dr. J. McLeish, Department of Educational Psychology, University of Alberta.	A Comparative Study of the Personal Values, Attitudes to Social, Political and Educational Questions of Canadian Students and Teachers and Groups of English, Scottish, American and British Commonwealth Teachers and Students.	$ 5,000
Dr. F. R. Anton, Department of Economics, University of Calgary.	Productivity Agreements: Reducing the Underutilization of Human Resources.	3,700
Dr. D. A. Landy, Department of Psychology, University of Alberta.	Some Factors Affecting Moral and Juridic Judgement.	5,000

APPENDIX C

HUMAN RESOURCES RESEARCH COUNCIL STAFF

Full-time Employees	Term of Appointment	Position	Organization Unit
Bererton, J.	1-IV-69:31-III-70	Research Assistant	Education Studies
Brouwer, A.	1-VI-69:31-V-70	Research Assistant	Education Studies
Carefoot, J.	5-I-70 (indeterminate)	Editor	Organization Services
Cleveland, A.	15-VIII-69:14-VIII-70	Project Administrator	Education Studies
Decore, A. M.	1-IX-68:31-VIII-70	Research Officer	Planning Studies
Downey, L. W.	1-V-68 (indeterminate)	Director	
Dyck, H. J.	1-VII-69:30-VI-70	Coordinator	Planning Studies
Edmonds, G.	26-V-69 (indeterminate)	Business Manager	Organization Services
Flathman, D.[1]	16-VI-69:30-VI-70	Research Programmer	Organization Services
Grace, M.[2]	1-VII-69:30-VI-70	Research Officer	Organization Services
Hanson, J.	1-V-69:30-VI-70	Research Assistant	Organization Services
Housego, I.	1-VII-68:30-VI-70	Deputy Director	Office of Director & Organization Services
Hudson, J.	15-I-69:31-VIII-70	Associate Coordinator	Organization Services

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[1]Shared with the Research Services Division, Faculty of Education, University of Alberta.

[2]Shared with Department of Community Medicine, Faculty of Medicine, University of Alberta.

Full-time Employees	Term of Appointment	Position	Organization Unit
Ingram, E. J.	1-VII-69:30-VI-71	Coordinator	Education Studies
Jackson, M.	18-VIII-69:18-VIII-70	Research Assistant	Socio-economic Opportunity Studies
Jensen, C.	15-X-69:15-XI-70*	Librarian	Organization Services
Lederer, K.	22-XII-69:31-VIII-70	Research Assistant	Planning Studies
Morrison, M.	1-X-69:30-IX-70	Research Assistant	Education Studies
McIntosh, G.	19-VIII-68:31-VII-70	Assistant to Director	Forward Planning
Pacey, R. J.	1-VIII-69:31-VII-70	Project Administrator	Education Studies
Poppe, R. L.	1-X-69:30-VI-70	Research Assistant	Planning Studies
Riffel, J. A.	1-VII-69:30-VI-70	Associate Coordinator	Education Studies
Rowlatt, D.[3]	1-VII-69:30-VI-70	Research Officer	Socio-economic Opportunity Studies
Shapiro, D.	1-VII-69:30-VI-70	Doctoral Fellow	Socio-economic Opportunity Studies
Willson, J.	16-IX-68 (indeterminate)	Information Officer	Organization Services

*Resigned January 16, 1970.

[3]Shared with Department of Economics, University of Alberta.

Part-time Employees	Term of Appointment	Position	Organization Unit
Emery, G. J.	15-XII-69:31-III-70	Research Assistant	Planning Studies
Fisk, L. J.	15-V-69:15-V-70	Research Assistant	Forward Planning
Klimek, L. E.	1-X-68:_____	Research Assistant	Planning Studies
Gruber, H. A.	15-XII-69:31-III-70	Research Assistant	Planning Studies
Lamont, G. R.	1-V-69:31-VIII-70	Research Assistant	Urban Studies
Odegard, M.	3-XI-69:31-VII-70	Research Assistant	Socio-economic Opportunity Studies
Smith, W.	15-XI-69:31-III-70	Research Assistant	Socio-economic Opportunity Studies
Cardinal, L.[4]	_____	Research Assistant	Planning Studies

[4]Shared with the Department of Youth, Government of Alberta.

Staff Associates	Term of Appointment	Position	Organization Unit
Bay, C.	15-IV-69:15-VI-69	Former Head, Dept. of Political Science, University of Alberta	Socio-economic Opportunity Studies
Blanchard, W.	1-IV-69:31-III-70	Professor, Dept. of Psychology, University of Alberta	Education Studies
Fritz, J.	1-VII-69:30-VI-70	Professor, Faculty of Education, University of Calgary	Education Studies
Hallworth, H.	1-VII-69:30-VI-70	Professor, Faculty of Education, University of Calgary	Education Studies
Hunka, S.	1-IV-69:31-III-70	Professor, Faculty of Education, University of Alberta	Education Studies
Krotki, K.	1-IV-69:31-III-70	Professor, Dept. of Sociology, University of Alberta	Coordinator of Socio-economic Opportunity Studies
MacKay, D. A.	1-XI-69:31-X-70	Associate Professor, Faculty of Education, University of Alberta	Education Studies
Oliva, F.	1-IV-69:31-III-70	Associate Professor, Faculty of Education, University of Calgary	Education Studies
Roberts, G.	1-X-69:30-IX-70	Associate Professor, Faculty of Education, University of Calgary	Education Studies
Royce, J. R.	1-IV-69:31-III-70	Head, Centre for the Advanced Study of Theoretical Psychology, University of Alberta	Education Studies
Wilkinson, B.	1-IV-69:31-III-70	Associate Professor, Dept. of Economics, University of Alberta	Socio-economic Opportunity Studies

APPENDIX D

ARTICLES PUBLISHED AND PAPERS PRESENTED BY HRRC STAFF

"Some Thoughts on the Clinical Approach to Teacher Education." Gordon McIntosh, HRRC. Presented to the Annual Conference of the Canadian Association of Professors of Education, June 4, 1969. Abstracted in *ERIC* in November, 1969.

"The Role of HRRC in Social Development Planning." Harold Dyck, HRRC. Presented to the Canadian Welfare Research Council, June 25, 1969.

"The Future of the City." L. W. Downey, HRRC. Presented to the Canadian Transportation Association, June, 1969.

"Research and Human Resources Development." L. W. Downey, HRRC. Presented to the Canadian College of Teachers, July, 1969.

"Program Development: A Definition and Rationale," and "Program Development: Implications for School Staffs." Ernie Ingram, HRRC. Presented to the Saskatchewan Principals' Short Course, July 28, 1969.

"List-Processing Simulation of Coursewriter II." David Flathman, HRRC. Presented to the Association for the Development of Instructional Systems, August, 1969.

"Research, Social Policy and the Process of Human Development." L. W. Downey, HRRC. Presented to the Alberta Ministers' Conference on Urban Education, November 18, 1969.

"The Human Resources Research Council: Development and Programs." Ernie Ingram, HRRC. Presented to the Alberta Ministers' Conference on Rural Education, November 24, 1969.

"The Human Resources Research Council: Some Policies, Plans and Perspectives." L. W. Downey, HRRC. Published in *Alberta Journal of Educational Research*, Vol. XV, No. 1, March, 1969.

"Alberta's Human Resources Research Council." Janet E. Willson, HRRC. Published in *Education Canada*, September, 1969.

"Alberta's Human Resources Research Council." Published in *ORBIT* (a magazine of the Ontario Institute for Studies in Education), Preliminary Issue No. 2, December, 1969.

"Individualization." Russ Pacey, HRRC. Presented to North-East Zone Edmonton Public School Board Teachers' Institute, December 10, 1969.

"The Clinical Approach to Teacher Education." Gordon McIntosh, HRRC. To be published in the next issue of *The Journal of Teacher Education*.

"Human Resources Research and Social Development Planning: An Analysis of Inter-relationships." Harold Dyck, HRRC. Paper to be published by the Canada Welfare Council.

"The Role of Research in Educational Planning." L. W. Downey, HRRC. Prospectus which describes research to be conducted at HRRC which will feed into the Commission on Educational Planning, November, 1969.